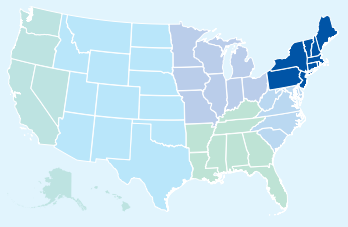


Workforce Development Initiative Includes a Range of Support to Advance Equity and Ensure Socioeconomic Growth

Northeast Region



Overview

Over the past decade, the City of Philadelphia and the Philadelphia Water Department (PWD) have implemented new strategies to promote socioeconomic growth within the city while also striving to support environmental, commercial, and workforce development initiatives through [PowerCorps PHL](#). Annually, the program enrolls 136 18- to 26-year-olds who are residents of Philadelphia and are unemployed or underemployed. The program supports [environmental stewardship initiatives](#) and advances workforce development priorities.

Notable Features

- **The initiative operates in partnership with [EducationWorks](#).** EducationWorks is a nonprofit dedicated to reengaging disconnected young adults through career readiness programs. PowerCorps PHL graduates can gain skills that transfer directly to several industries and make them competitive in the local job market.
- **It supports returned citizens.** The program encourages young people with criminal records to apply for the program and works with individuals who have juvenile records to have records expunged.
- **It provides supportive services.** The program offers support from a full-time social worker who provides mental health guidance and from staff who help participants receive assistance benefits like SNAP and find childcare.
- **It provides resources for post-secondary education.** PowerCorps PHL provides all crew members with a \$1,600 education award.

People Involved

- Gerald Bright, Assistant Operations Manager of PWD's Green Stormwater Operations Unit (PWD GSO), was instrumental to the startup and continuing success of the PowerCorps PHL partnership.
- Alex Warwood serves as the Apprenticeship and Workforce Development Director for PWD's PowerCorps PHL program. His work was critical for developing ongoing apprenticeship opportunities and internal processes for transitioning apprentices to permanent civil service titles and associated promotional pathways.
- Megan Malloy, PWD GSO's Surface Maintenance Supervisor, has been instrumental in developing and administering PowerCorps PHL's annual GSI maintenance scope of work. Her work has led to the progressive increase in the scale of PowerCorps_PHL assignments to the number of GSI systems and an increase in complexity for required skill sets.
- Aaron Kirkland, GSO Grounds and Facilities Maintenance Supervisor, is a PowerCorps_PHL alum and transitioned from PWD Apprentice to entry-level full-time civil service employment. He currently serves as GSO's first permanent Grounds and Facility Maintenance Supervisor. He continues to support PowerCorps_PHL through facilitating collaborative projects between his ground maintenance crews and PowerCorps_PHL GSI Fellow teams.
- William Shields, Assistant Superintendent of PWD Sewer Maintenance's Inlet Cleaning Unit, has been instrumental in expanding opportunities for PWD apprentices from PowerCorps_PHL into roles in subsurface maintenance of GSI assets, specifically those associated with installation, maintenance, and repair of inlet pretreatment devices.

- Ryan McNeil works in PWD Human Relations Division's Training Unit and has taken on several roles associated with coordinating apprenticeship opportunities, training, and placements for PowerCorps_PHL graduates interested in working with PWD.

Additional Resources

- [PowerCorps PHL](#).
- [Video Overview of Program](#).

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